

HELP WANTED:

Highlights from the Fourth Quarter, 2004 Louisiana Job Vacancy Survey

Monroe Regional Findings

Louisiana Department of Labor
Developed by the Research & Statistics Division
for the Office of Workforce Development



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WHERE are the vacancies?

Monroe Vacancies by Occupational Group

Occupational Group	Number of Vacancies	Employment in Occupation	Percent Requiring More than a High School Diploma	Percent Requiring at Least Some Work Experience	Median Hourly Wage Offered
Installation, Maintenance & Repair	254	5,460	72.8%	82.7%	\$12.00
Healthcare Practitioner & Technical	185	7,830	98.4%	81.7%	\$13.50
Office & Administrative Support	176	19,820	59.2%	70.9%	\$12.02
Transportation & Material Moving	150	8,250	66.4%	81.3%	\$7.00
Personal Care & Service	141	3,320	13.0%	87.0%	\$6.67
Sales & Related	129	10,830	0.0%	0.0%	\$5.65
Food Preparation & Serving Related	83	9,380	0.0%	0.0%	\$5.65
Production	80	9,110	100.0%	100.0%	\$16.00
Healthcare Support	37	3,810	100.0%	0.0%	\$7.11
Construction & Extraction	36	5,050	0.0%	100.0%	\$8.00
Non-Classifiable Occupations	36	NA	100.0%	100.0%	\$10.00
Protective Service	30	3,290	0.0%	0.0%	\$7.00
Management	29	5,920	0.0%	83.9%	\$25.34
Community & Social Services	26	1,690	100.0%	100.0%	\$8.00
Education, Training & Library	24	8,480	100.0%	100.0%	\$15.46
Architecture & Engineering	11	1,190	100.0%	100.0%	\$18.75
Building & Grounds Cleaning & Maintenance	6	3,900	0.0%	0.0%	\$5.15
Arts, Design, Entertainment, Sports & Media	0	760	NA	NA	NA
Business & Financial Operations	0	2,530	NA	NA	NA
Computer & Mathematical Science	0	1,360	NA	NA	NA
Farming, Fishing & Forestry	0	840	NA	NA	NA
Legal	0	770	NA	NA	NA
Life, Physical & Social Science	0	360	NA	NA	NA
Total, All Occupational Groups	1,434	113,950	60.8%	73.7%	\$8.00

Job titles with many openings

Electric Motor, Power Tool, and Related Repairers – 136 openings
 Truck Drivers, Heavy and Tractor-Trailer – 91 openings
 Personal and Home Care Aides – 80 openings
 Cashiers – 74 openings
 Cooks, Fast Food – 74 openings
 Secretaries, Except Legal, Medical, and Executive – 71 openings
 Coil Winders, Tapers, and Finishers – 68 openings
 Demonstrators and Product Promoters – 55 openings
 Heating, Air Conditioning, & Refrigeration Mechanics & Installers – 51 openings

Monroe Vacancies by Industry Group

Industry Group	Number of Vacancies	Industry Employment	Vacancy Rate	Median Hourly Wage Offered
Trade, Transportation & Utilities	432	22,067	2.0%	\$10.00
Education & Health Services	320	33,586	1.0%	\$8.00
Other Services	204	3,291	6.2%	\$15.00
Leisure & Hospitality	157	9,468	1.7%	\$5.65
Professional & Business Services	152	8,849	1.7%	\$6.50
Financial Activities	71	6,675	1.1%	\$12.02
Construction	51	5,907	0.9%	\$12.00
Manufacturing	41	12,388	0.3%	\$8.00
Information	7	2,206	0.3%	\$6.00
Natural Resources & Mining	0	2,680	0.0%	NA
Total, All Industry Groups	1,434	107,117	1.3%	\$8.00

WHAT do these numbers mean ?

There were 1,434 job vacancies in the Monroe Regional Labor Market Area (RLMA 8), for a vacancy rate of 1.3 percent. This means that for every 100 jobs, at least one was vacant at the time of the survey. The Installation, Maintenance & Repair occupational group had the highest number of vacancies (254), comprising approximately 18 percent of all reported openings. The Healthcare Practitioner & Technical occupational group took second place in the number of vacancies (185) for the 4th quarter 2004 survey.

The Trade, Transportation & Utilities industry group had the largest number of vacancies (432), accounting for 30 percent of the vacancies in this survey. Two of the occupational groups with a large number of vacancies can be found in this industry group: Sales & Related (129) and Transportation & Material Moving (150).

Education and experience requirements varied widely across occupational groups. Food Preparation & Serving Related, Construction & Extraction, Protective Service, Building & Grounds Cleaning & Maintenance, and Sales & Related occupational groups had the smallest number of job vacancies requiring more than a high school diploma, while Healthcare Practitioner & Technical occupational group had the largest number of job vacancies requiring more than a high school diploma. The occupational groups of Production, Healthcare Support, Community & Social Services, Architecture & Engineering, and Education, Training, & Library all reported 100% of their vacancies required more than a high school diploma. Almost three-fourths of the job vacancies require at least some work experience. Wages varied by occupation from a median wage of \$5.15 per hour for Building & Grounds Cleaning & Maintenance to a median wage of \$25.34 for Management. Median hourly wage for all occupational groups was \$8.00.

A SNAPSHOT

of Monroe job vacancies

How are experience, education and pay related?

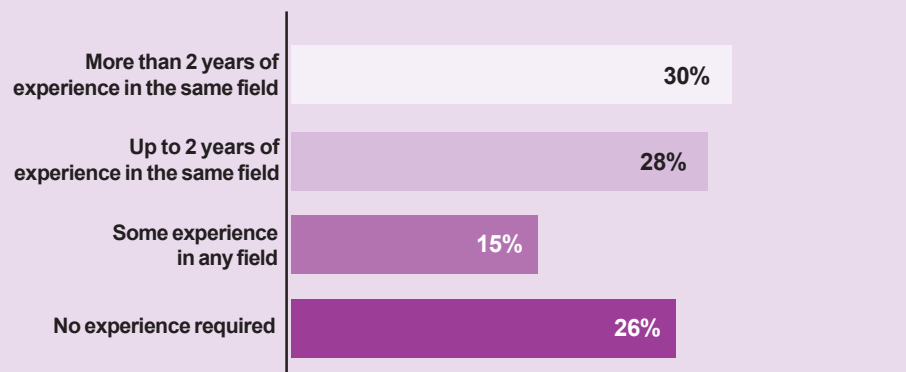
Tenure is a way of identifying how experience, education and pay relate to one another. Employees with higher years of tenure usually have higher levels of education, more experience, and are paid more, while employees with less education and experience find themselves in low paying jobs that have more turnover. Based on the Bureau of Labor Statistics 2004 Employee Tenure report, jobs with noticeably high employee tenure included management occupations (6.0 years), architecture and engineering occupations (5.8 years), protection service occupations (5.5 years), education, training, and library occupations (5.1 years), production occupations (5.0 years), and healthcare practitioner and technical occupations (4.5 years). Jobs with somewhat low employee tenure included food preparation and serving related occupations (1.8 years), personal care and service occupations (2.7 years), sales and related occupations (2.8 years), and healthcare support occupations (2.9 years).

Overall, Monroe area employers were seeking experienced workers for the 4th quarter 2004. Just over 70 percent of all reported vacancies required at least some previous work experience. Approximately one in seven vacancies required some experience in any field, 28 percent required up to two years experience in the same field, and approximately one in three vacancies required more than two years of experience in the same field.

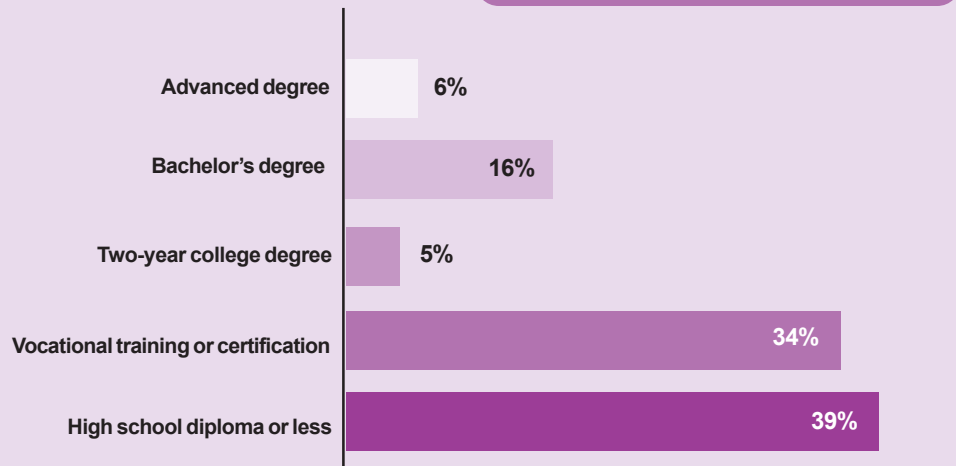
Monroe area job vacancies required a four-year college degree or higher for 22 percent of the job vacancies. Sixteen percent required a bachelor's degree, while six percent required an advanced degree. Educational attainment of a high school diploma or less was required by 39 percent of the job vacancies reported. Five percent of the vacancies required a two-year college degree and 34 percent of the vacancies required vocational training or certification.

The majority of the job vacancies paid from \$5.16 to \$13.00 per hour, with the largest share of vacancies (28%) paying \$10.01 to \$13.00 and the second largest share (25%) paying \$5.16 to \$7.00 per hour. Three out of 100 job vacancies paid \$5.15 or less, while 8 out of 100 job vacancies paid over \$16.00 an hour.

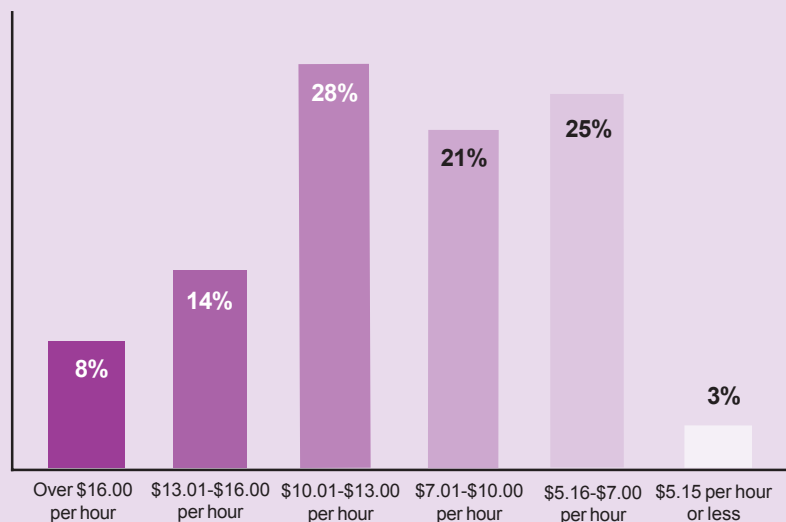
How much experience do Monroe job vacancies require?



How much education do Monroe job vacancies require?



How much do Monroe job vacancies pay?



What is the difference between an *industry* and an *occupation*?

An industry is a group of establishments, categorized according to the goods or services they provide. For purposes of this study, many of the industry sectors are grouped together to provide summary information. For instance, the industry sectors of Wholesale Trade, Retail Trade, Transportation and Warehousing, and Utilities are combined to form a summary industry group called Trade, Transportation & Utilities.

An occupational group is a group of workers, categorized according to the skills they have and what they do on the job. For example, Healthcare Practitioner and Technical Occupations is one occupational group that includes many different types of occupations such as Dentists, Optometrists, Therapists, Veterinarians, Diagnostic related Technologists and Technicians, and Medical Records and Health Information Technicians. These are just a few of the occupations you can find in this occupational group.

Each industry contains a variety of occupations, and many occupations may be found in every industry. Using Healthcare Services (part of the summary industry group of Education & Health Services) as an example, you may find the following occupations in a hospital: doctors, therapists, office managers, medical records clerks, housekeepers, nurses, food preparation workers, and maintenance workers.

What did EMPLOYERS say?

Employers' Responses to the Open-Ended Question:
*"In trying to fill this position,
what is the greatest difficulty you have faced, if any?"**

Reported Difficulty	Number of Responses	Percent of Responses
<i>"We have been unable to find qualified applicants and/or qualified applicants with experience."</i>	7	17.5%
<i>"Qualified applicants will not work for the compensation package we offer."</i>	2	5.0%
<i>"We have been unable to find applicants with the specific experience/training/skills that we are seeking."</i>	6	15.0%
<i>"There is a shortage of people in the occupation."</i>	4	10.0%
<i>"Some aspect of the job is undesirable to applicants (such as shifts, weekends, heavy lifting)."</i>	1	2.5%
<i>"The work ethic of people, once they are hired is unacceptable." This included comments on appearance, social skills, attitude, maturity, and dependability.</i>	4	10.0%
<i>"Need only part-time employees."</i>	4	10.0%
<i>Some other difficulty mentioned.</i>	7	17.5%
<i>"No reported difficulty in filling vacancy."</i>	5	12.5%
Total Responding to this Question	40	100.0%

* Confidentiality concerns precluded publishing employers' verbatim responses. However, an LDOL analyst reviewed all responses to the question above, grouped similar responses together, then re-worded the similar responses into one representative sentence or phrase, as shown above. Data shown in this table are unweighted. Percentages may not total to 100 percent due to rounding.

Major Occupational Group	Number of Vacancies	Vacancy Rate	Hiring Demand Index*	Median Number of Days Position was Vacant
Architecture & Engineering	11	0.91%	Low	18.5
Arts, Design, Entertainment, Sports & Media	0	0.00%	NA	NA
Building & Grounds Cleaning & Maintenance	6	0.16%	High	5
Business & Financial Operations	0	0.00%	NA	NA
Community & Social Services	26	1.54%	Low	30
Computer & Mathematical Science	0	0.00%	NA	NA
Construction & Extraction	36	0.70%	Average	270
Education, Training & Library	24	0.29%	Average	360
Farming, Fishing & Forestry	0	0.00%	NA	NA
Food Preparation & Serving Related	83	0.88%	High	60
Healthcare Practitioner & Technical	185	2.37%	Low	168
Healthcare Support	37	0.98%	High	14
Installation, Maintenance & Repair	254	4.66%	Low	30
Legal	0	0.00%	NA	NA
Life, Physical & Social Science	0	0.00%	NA	NA
Management	29	0.49%	Low	14
Non-Classifiable Occupations	36	NA	NA	2
Office & Administrative Support	176	0.89%	Average	60
Personal Care & Service	141	4.25%	High	21
Production	80	0.88%	Low	30
Protective Service	30	0.91%	Average	30
Sales & Related	129	1.19%	High	14
Transportation & Material Moving	150	1.81%	High	4
Total, All Occupations	1,434	1.26%		30

Taking all of the labor shortage indicators together (vacancy rate, hiring demand index, and the length of time vacancies remained unfilled), there was no evidence of severe labor shortages in any occupational group. The overall vacancy rate for the Monroe area for 4th quarter 2004 was 1.26 percent, and positions stayed vacant for a median of 30 days indicating that employers were able to fill a manageable number of vacancies in a reasonable amount of time. Some of the occupational groups have low vacancy rates and average or low hiring demand indices, but are taking considerable time to fill.

*The Hiring Demand Index indicates whether demand for workers in an occupational group is more than what we would expect from turnover levels alone. A "high" score on the Hiring Demand Index means that, all else equal, a labor shortage is **likely**, because there are more openings than we would expect to see from normal turnover alone. A "low" score means that a labor shortage is **unlikely**, because there are **not** more openings than we would expect to see from turnover alone. See the back cover of this report for more details on this measure.

Are there
LABOR SHORTAGES
 in Monroe?

FOR MORE INFORMATION

Fourth Quarter 2004 Job Vacancy Survey Findings are available for the state of Louisiana as well as all eight regional labor market areas (RLMAs). To order copies, or for more information, please contact the Louisiana Department of Labor's Research and Statistics Unit at (225) 342-3141, or toll-free at (888) 302-7662. You may also download any Job Vacancy Survey product from our Web site: www.LAWORKS.net/qm_JVS.asp.

TECHNICAL NOTES

for the Fourth Quarter 2004
Job Vacancy Survey

THE SAMPLE

The Job Vacancy Survey was based on a random sample of Louisiana business establishments covered by Louisiana's unemployment insurance (UI) tax laws. The survey was conducted in a cooperative endeavor between Louisiana State University and Louisiana Department of Labor. The sample was stratified by firm size, region (including the eight regional labor market areas in Louisiana) and industry classification. This sample excludes certain types of establishments: small businesses with self-employed owners and some non-profit and religious organizations, which are not covered by UI tax laws. In addition, the sample is limited to **private employers only. The vacancies reported in this study do not include openings with any federal, state, or local government entities in Louisiana.** The total sample size was 8,139. The overall response rate for this survey was 38.7%.

JOB VACANCY RATES

Vacancy rates are computed as the number of vacancies in an occupation divided by the total employment in that occupation. A vacancy rate of five percent means that for every 100 jobs, five were vacant at the time of the survey.

HIRING DEMAND INDEX

The Hiring Demand Index presented in this report measures demand for labor over and above the normal demand due to turnover. This measure, first constructed by the Minnesota Department of Employment and Economic Development, is computed as follows:

$$\frac{(\text{Job Vacancy Rate in the Occupation} / \text{Job Vacancy Rate in all occupations})}{(\text{Turnover rate in the occupation} / \text{Turnover rate in all occupations})}$$

Job vacancy rates are calculated as discussed above, and national turnover rates were provided by the Minnesota Department of Employment and Economic Development. They were calculated using Current Population Survey (CPS) Job Tenure Supplement microdata.

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